Prepare HR WebMetrics Reports

April 2015

TERMINAL LEARNING OBJECTIVE:

LESSON OUTCOME:

Students will be able to collect and compile data to prepare HR Webmetrics Reports.

21ST CENTURY COMPETENCIES:

1. Character and Accountability
2. Lifelong learner (includes digital literacy)
3. Communication and engagement
4. Tactical and Technical competence

TERMINAL LEARNING OBJECTIVE:

Action: Prepare a HR WebMetrics Reports

Conditions: Given classroom instruction and access to AKO and awareness of Operational environment (OE), variables, and actors

Standard: Demonstrate knowledge and understanding of the HR WebMetrics Reports and how to access the information via AKO.

HR METRICS INTENT

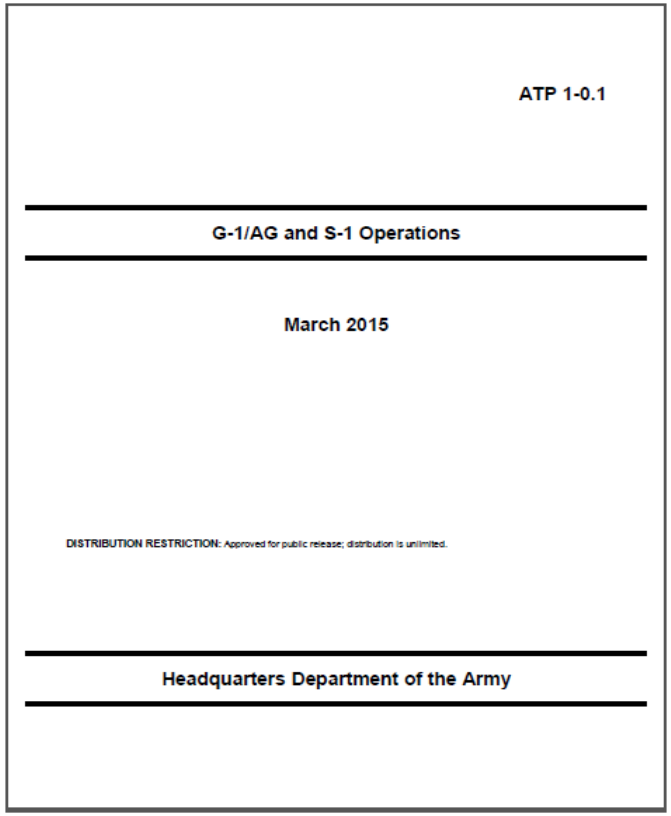
- Provide Commanders and S1s with tools to measure the effectiveness and efficiency of Brigade/Battalion* HR Operations in the HR Core Competencies (Man the Force, Provide HR Services, Coordinate Personnel Support and Conduct HR Planning and Operations)

- Allows HRC to determine the efficiency and effectiveness of Army HR Policies, Procedures and Systems (TAG-D and HRC Metrics)

- Assist in early detection of HR issues/deficiencies at Battalion and Brigade level

- Serve a tool to identify training requirements and additional resources at Brigade level and higher

References for HR Metrics



ATP 1-0.1

G-1/AG and S-1 Operations

March 2015

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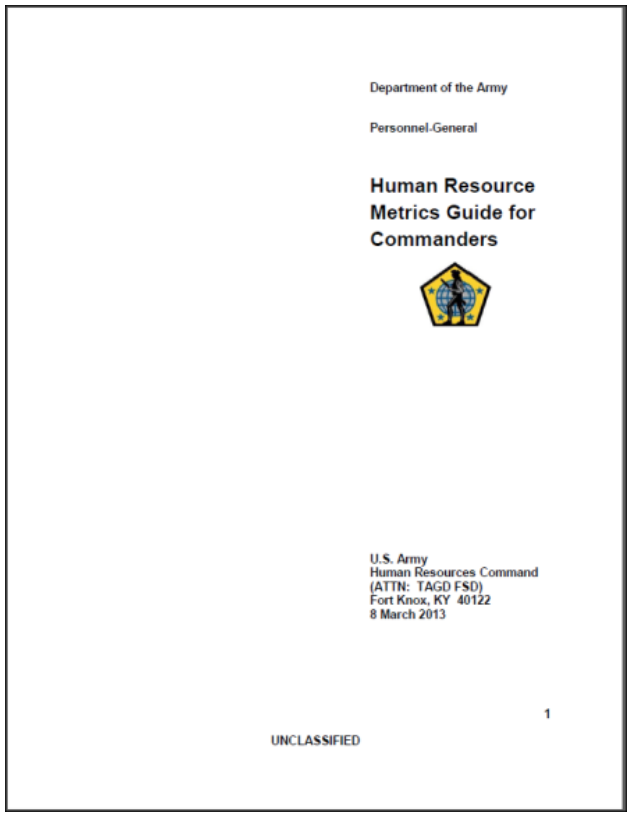
Headquarters Department of the Army



Department of the Army

Personnel-General

Human Resource Metrics Guide for Commanders

U.S. Army
Human Resources Command
(ATTN: TAGD FSD)
Fort Knox, KY 40122
8 March 2013

1

UNCLASSIFIED

Overview of HR Metrics
Chapter 3, para 3-35 thru 3-41

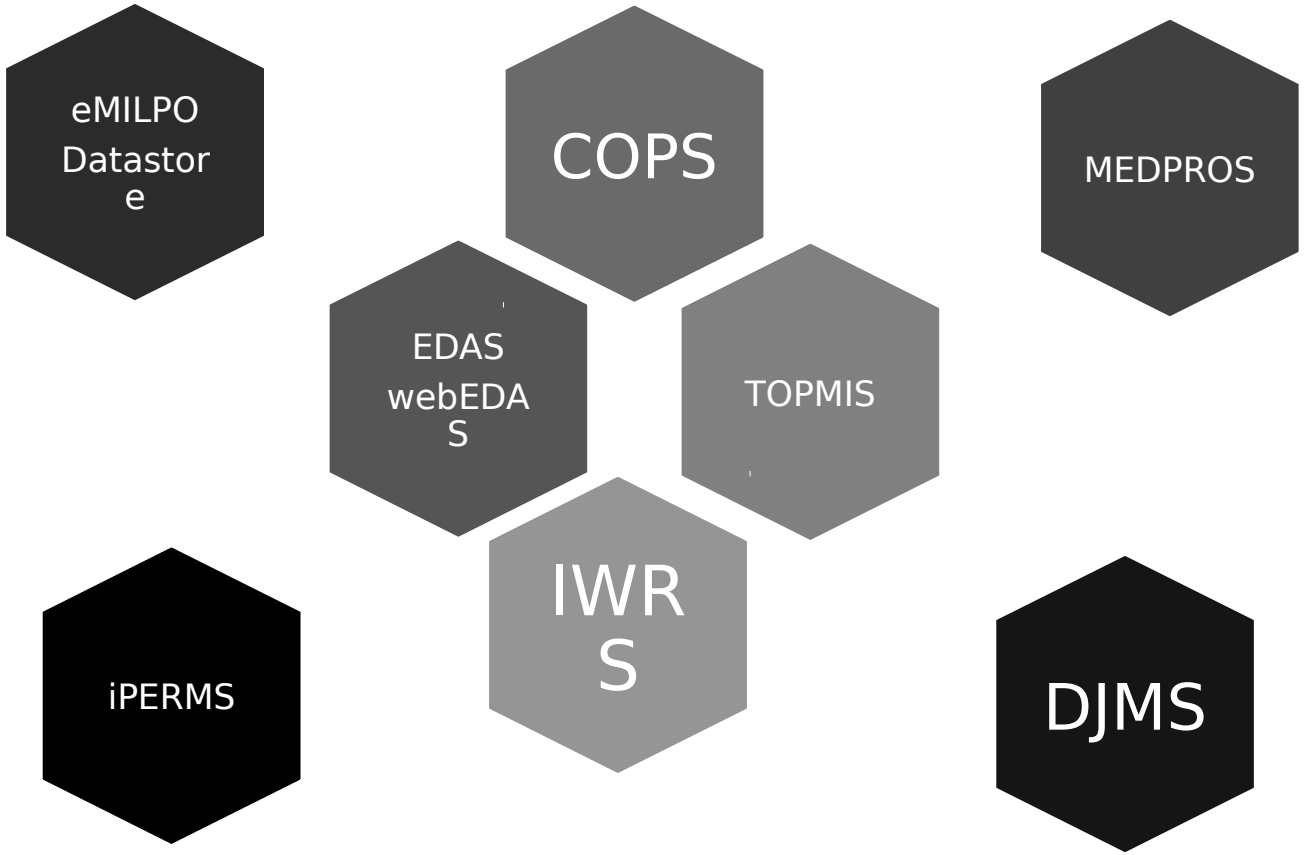
HR METRICS

- Man The Force
- Provide HR Services
- Coordinate Personnel Support
- Conduct HR Planning and Operations

Whose Responsibility is it?

Stakeholder/Role	Responsibility
1. Soldiers	a. Use a variety of resources to compile local installation-level metrics and measurements
2. Leaders	b. Measure the overall effectiveness of HR support being delivered by units and installations
3. Human Resources/Military Personnel Specialist	c. Ensure compliance by Soldier within the unit
4. Commanders	d. Must keep information current in their official personnel record
5. Garrison Commander	e. Assess and validate the unit's personnel readiness
6. Senior Commanders	f. Compile measurements and metrics into readable formats

Enabling Systems

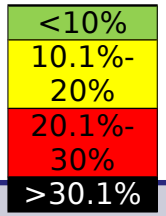


PRIMARY HR METRICS

MRC 3A / 3B

Soldiers with MRC 3A/3B process medical issues which are neither temporary or permanent in nature.

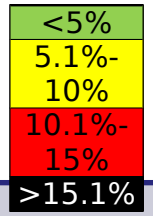
Source: Datastore
Report: MEDPROS



MRC 4

Soldiers with MRC 4 who are overdue annual dental exam or physical health assessment.

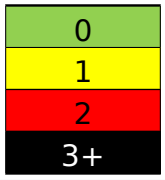
Source: Datastore
Report: MEDPROS



CMA/CCA/HOSPITAL

Authority (CMA), Confined Civilian Authority (CCA) or in Hospital (HOS) duty status for longer than 90 days

Source: Datastore
Report: eMILPO
AAA-162

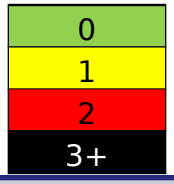


PRIMARY HR METRICS

EFMP Expired > 3 years

Soldiers enrolled in EFMP who have not validated EFMP within the last 3 years

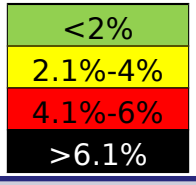
Source: Datastore
Report: MEDPROS



9992 > 7 days

Soldiers slotted as incomming personnel for longer than 7 days

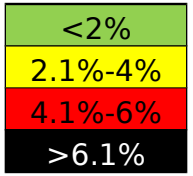
Source: Datastore
Report: eMILPO HRAR



999X > 30 days

Soldiers slotted in 999 duty position (other than 9992) for longer than 30 days

Source: Datastore
Report: eMILPO HRAR

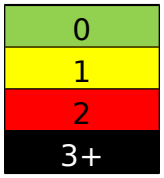


PRIMARY HR METRICS

In Transit

Soldiers in an in-transit duty status

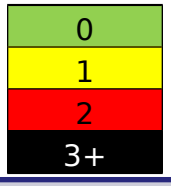
Source: Datastore
Report: eMILPO
AAA-162



AWOL > 30 Days

Soldiers in an Absent Without Leave (AWOL) duty status for longer than 30 days

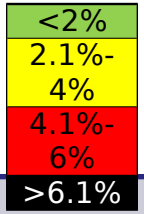
Source: Datastore
Report: eMILPO
AAA-160



Flags > 6 months

Soldiers with active Flags that are older than 6 months

Source: Datastore
Report: eMILPO
AAA-095

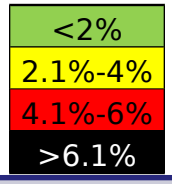


PRIMARY HR METRICS

Blank/Exp GCMDL

Soldiers with a blank or expired Army Good Conduct Medal Eligibility Date

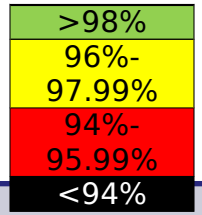
Source: Datastore
Report: eMILPO
AAA-199



SGLV in IPERMS

Soldiers who have a SGLV 8285 and/or SGLV 8286 in IPERMS

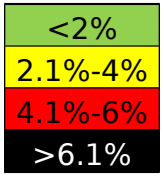
Source: IPERMS
Report: IPERMS



SGLV not Validated (>365)

Soldiers whose SGLV Election Date in eMILPO is older than 365 days

Source: Datastore
Report: eMILPO
AAA-167

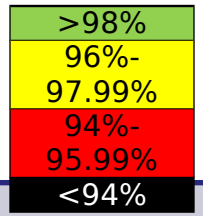


PRIMARY HR METRICS

DD93 in IPERMS

Soldiers who have a DD93 in IPERMS

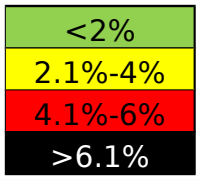
Source: IPERMS
Report: IPERMS



DD93 not Validate

Soldiers whose DD93 Election Date in eMILPO is older than 365 days

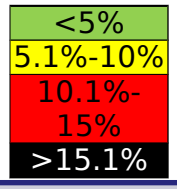
Source: Datastore
Report: eMILPO AAA-167



OERs Late

OERs submitted late (>90 days from the thru date) during the time period determined by the command

Source:IWRS
Report: IWRS

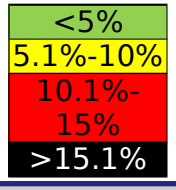


PRIMARY HR METRICS

NCOERs Late

NCOERs submitted late (>90 days from the thru date) during the time period determined by the command

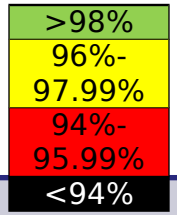
Source: IWRS
Report: IWRS



My Board File Viewed

Soldiers who have viewed their board file

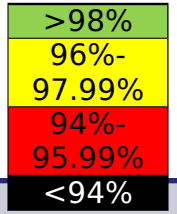
Source: IWS
Report: IWS



My Board File Validated

Soldiers who have verified their board file

Source: IWS
Report: IWS



Sample HR Metric Roll Up

	#ASSIGNED	MRC 3A/3B	MRC 4	CMA/CCA/ HOSPITAL >90 DAYS	EFMP EXPIRED > 3 YEARS	9992 > 7 DAYS	999X > 30 DAYS	IN TRANSIT	AWOL > 30 DAYS	FLAGS > 6 MONTHS	BLANK/EXP GCMDL	SGLV IN IPERMS	SGLV NOT VALIDATED (>365)	DD93 IN IPERMS	DD93 NOT VALIDATED (>365)	OERS LATE	NCOER LATE	MY BOARD VIEWED	MY BOARD CERTIFIED
ARMY GOAL		>10%	>5%	0	<2%	<2%	<2%		0	<5%	<2%	>98%	<2%	>98%	<2%	<5%	<5%	100%	100%
UNIT	100	5%	5%	1	1	2%	2%	1	0	1	0%	100%	1%	1%	1%	2%	2%	99%	100%
UNIT	100	10%	10%	2	2	4%	4%	2	0	2	0%	97%	2%	2%	2%	4%	4%	98%	98%
UNIT	100	15%	15%	3	3	6%	6%	3	1	3	0%	95%	3%	3%	3%	6%	6%	96%	97%
UNIT	100	20%	20%	0	0	8%	8%	4	2	4	0%	94%	4%	4%	4%	8%	8%	95%	96%
UNIT	100	30%	25%	0	0	0%	0%	0	3	0	0%	93%	5%	0%	5%	10%	10%	94%	95%
UNIT	100	35%	30%	0	0	0%	0%	0	0	0	0%	0%	6%	0%	6%	12%	12%	93%	93%
UNIT	100	40%	40%	0	0	0%	0%	0	0	0	0%	0%	0%	0%	0%	0%	0%	0%	0%

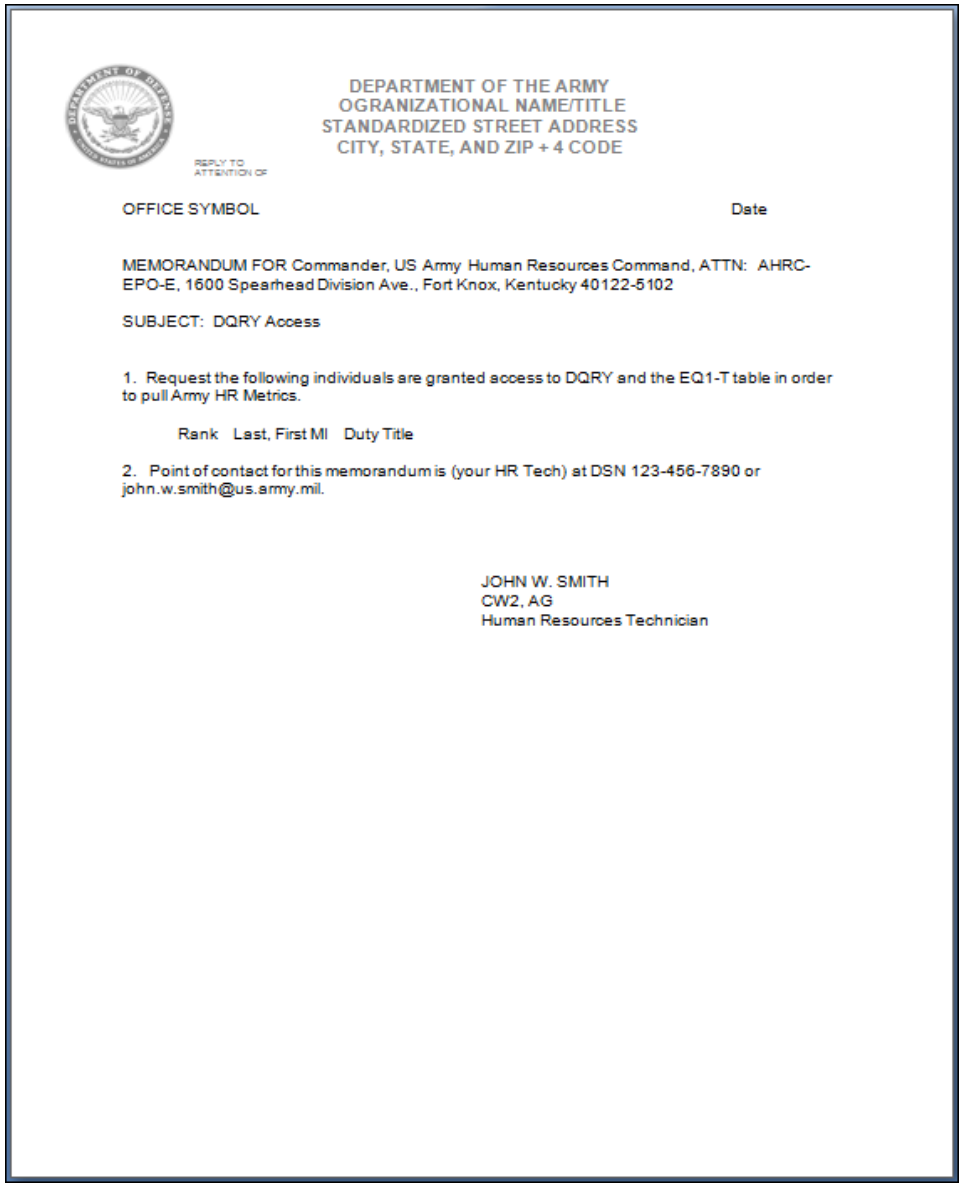
Additional HR Metrics

ANNUAL RECORDS REVIEW	E4/E5 UNQUALIFIED PROMOTABLE	SPONSORSHIP	STOP MOVE CODES	BLANK / EXPIRED APFT DATE	AAA-162 RECONCILED	FAMILY CARE PLANS
100%	<2%	>95%	>98%	<2%	YES	0
99%-99.9%	2.1%-4%	90-94.99%%	96%-97.99%	2.1%-4%		1
98%-98.99%	4.1%-6%	85%-89.99%	94%-95.99%	4.1%-6%	NO	2
<98%	>6.1%	<84%	<94%	>6.1%		3+

PROJECTED EVALS	DA PHOTO	EVALUATIONS ACCURACY	AWARDS TIMELINESS	UFCR RECONCILED	FINANCE TIMELINESS	
<2%	0	>98%	>98%	YES	>95%	
2.1%-4%	1	96%-97.99%	96%-97.99%		90-94.99%%	
4.1%-6%	2	94%-95.99%	94%-95.99%	NO	85%-89.99%	
>6.1%	3+	<94%	<94%		<84%	

DNA	HIV	SHOTS	DHA	HEARING READINESS	VISION READINESS	BLANK/ EXPIRED ARCAM ELIGIBILITY DATE (RC)
0	<2%	<2%	>98%	>98%	>98%	<2%
1	2.1%-4%	2.1%-4%	96%-97.99%	96%-97.99%	96%-97.99%	2.1%-4%
2	4.1%-6%	4.1%-6%	94%-95.99%	94%-95.99%	94%-95.99%	4.1%-6%
3+	>6.1%	>6.1%	<94%	<94%	<94%	>6.1%

Request for DQRY/EQ1-Table



DEPARTMENT OF THE ARMY
OGRANIZATIONAL NAME/TITLE
STANDARDIZED STREET ADDRESS
CITY, STATE, AND ZIP + 4 CODE

REPLY TO ATTENTION OF

OFFICE SYMBOL Date

MEMORANDUM FOR Commander, US Army Human Resources Command, ATTN: AHRC-EPO-E, 1600 Spearhead Division Ave., Fort Knox, Kentucky 40122-5102

SUBJECT: DQRY Access

1. Request the following individuals are granted access to DQRY and the EQ1-T table in order to pull Army HR Metrics.

Rank Last, First MI Duty Title

2. Point of contact for this memorandum is (your HR Tech) at DSN 123-456-7890 or john.w.smith@us.army.mil.

JOHN W. SMITH
CW2, AG
Human Resources Technician

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